

First Unitarian Church of St. Louis Policy Board Meeting
Monday, March 9, 2026, 6:30-8:00 PM via Zoom
Minutes draft 3-10-2026

President Kathy Wilke called the meeting to order at 6:33 pm.

Others in attendance: Chris Kocher, Vice President; Margaret Weck, Treasurer; Sidney Watson, Secretary; Carl Bassi, Mike Bray, Deborah Cavanaugh-Grant, Betty Neill, Chris Peterson, Lisa Ross, Trustees

Absent: no one

Church Council: Cathy Rauch. Erin Milligan and Kathy Wire attended the discussion on Transgender Inclusion in Congregations.

Staff: Lynn Hunt, Rev. Kim Mason

Discussion of “Trans Inclusion” session 6

Discussion of Transgender Inclusion in Congregations: Transgender Inclusion in Congregations is a six-session online course focused on culture change and radical welcome. This month, Board and Council members watched and discussed Session 6: Creating Culture Shift. This final session covers how to foster culture change in a congregation or other faith setting so that people of all gender identities and experiences can be full members, have their spiritual needs met, and contribute their gifts.

Opening Words by Mike Bray and Chalice Lighting by Rev. Kim

Board Covenant Reading by Chris Kocher

https://docs.google.com/document/d/1cBWTB1BODfNv4Xks6vuDCH0RmnF5brnV/edit?usp=drive_link&oid=105183447557092303738&rtpof=true&sd=true

Process Observer is Chris Peterson.

Consent Agenda

- Minutes from February 9, 2026 Board meeting - Betty Neill
- Report of the Minister - Rev. Kim Mason
- Report of the Minister of Congregational Life - Rev. Sabrina Trupia
- Report of the Administration - Lynn Hunt
- Report from the President - Kathy Wilke
- Church Council Notes - Cathy Rauch
- Financials from the Treasurer - Margaret Weck

Lisa moved to approve the February 9, 2026, minutes. Motion seconded by Margaret. Motion passed.

Updates & Board Insights

- ICE policy revision

About a year ago, we established a policy regarding how to respond if ICE or other law enforcement officers attempt to enter our building to enforce immigration laws. Our current policy states that we do not consent to Immigration and Customs Enforcement (ICE), Border Patrol, or other law enforcement officers enforcing immigration laws entering any private areas within our building without a warrant. It also specifies which spaces are public and private. When we drafted the 2025 policy, the front door was unlocked and open on Sunday mornings.

Currently, the front door is always locked. Greeters need to unlock and open it to welcome members and visitors inside. Because of this change, our entire building is now a private space into which we invite all who want to join us for worship and other activities.

We will update the ICE policy to state that we do not consent to Immigration and Customs Enforcement (ICE), Border Patrol, or other law enforcement officers enforcing immigration laws entering our building without a judicial warrant. Signs will be posted at the front door and potentially elsewhere.

Sidney Watson will prepare the language for the updated policy and distribute it for review by the Board and Council. The revised policy will then be presented for a vote at next month's Policy Board meeting.

- Paying for repairs due to stolen copper and possible HVAC replacement

We experienced another copper theft. Once again, the copper needs replacement, but this theft caused significant and costly damage to the aging HVAC components. The Facilities Committee is still gathering information and quotes, but they are leaning toward recommending replacing some or all of the HVAC units rather than facing expensive repairs on units nearing the end of their lifespans.

The Finance Committee recommends funding any HVAC replacements or repairs from the Capital Building Fund, provided there are enough funds to cover the costs. If we need to tap into the Endowment Funds to cover part of the expense, a congregational vote will be required.

This matter may return to the Policy Board once the Facilities Committee has more precise estimates and can make a final recommendation.

New Business

7:50-7:57

- Nominating

Steve Wilke has established the Nominating Committee. Make sure to inform Steve whether you are renewing your term of office.

- Fellowship Dinner

The Fellowship Dinner is on May 9. We agreed to make it a potluck dinner this year.

- April 4 luncheon

Please mark April 4 on your calendars for a luncheon celebration of our members in their nineties.

Wrap up: Here's what we need to do before the next meeting

- Review the draft language for the revised ICE policy
- Respond to Steve Wilke's email asking about whether you are re-upping your Policy Board membership.

Observations from Process Observer.

Chris Peterson said we "did well given the time that the Trans inclusion discussion needs." He noted, "We are on time."

Closing reading from Rev. Kim included the words fart, stink, and zeppelin.

The meeting was adjourned at 8:03 pm.

The next Board meeting is scheduled for Monday, April 13, 2026, 6:30 pm via Zoom.

Respectfully submitted,
Sidney Watson, Secretary